

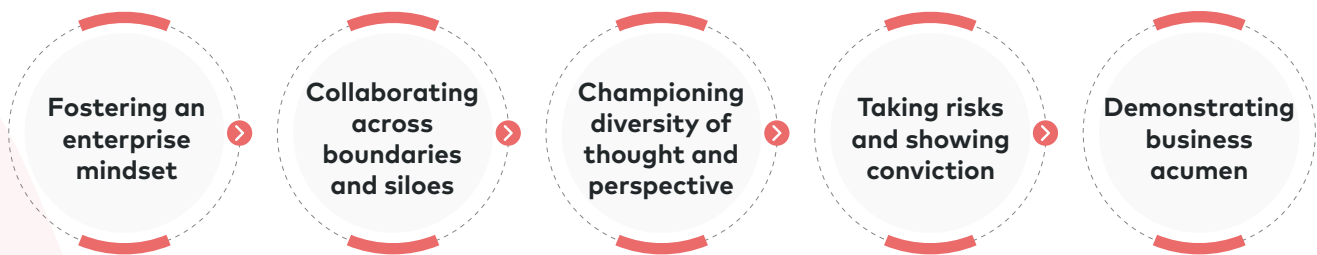
Readying high-potential talent for senior leadership roles



Client need

To prepare key talent for senior leadership roles, a multinational pharma and biotech organization needed to create a development program that would allow participants to practice responding to leadership challenges in a safe space and receive actionable feedback that would accelerate their personal and professional growth.

To build the capabilities needed for successful leadership, the organization partnered with BTS to create a customized program that touched on areas such as:



The solution...

BTS created a customized Virtual Individual Assessment (VIA) wherein their participants encountered a “day in the life” of a senior leader at a simulated version of their organization. The VIA allowed them to participate in business and social acumen-building activities that mirrored the experiences of leaders working one or two levels above their current role. BTS assessors evaluated their behavior during the simulation, later providing written and verbal feedback.

These were the desired outcomes:





Results

This particular program led to the following outcomes:

100% of participants were receptive of and agreed with the feedback they received from their assessors

100% of participants committed to next steps and follow-up actions, collectively committing to over 300 Go-Dos, which are a set of action items to be completed back on the job

40% of participants have been promoted at least once

64% of participants are on one or more succession plans

92% of participants have remained at the organization

The program was such a success that it spurred the creation of over 15 additional development programs at the organization. These programs were wholly tailored to critical roles across the organization, giving their talent the opportunity to "try on" next-level leadership roles in their desired career path.

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“What a great experience! I hadn't anticipated the ability of the assessment center to replicate work stress and the challenges faced at work. I was actually happy that I was good at bits I am good at in my job, but more importantly, messed up in the same way I do at work, which made the feedback feel relevant and insightful.”

“Great opportunity to stress test my learnings and capability, as this role goes beyond my current scope and skillsets.”

“A good opportunity to hold up a mirror...We all have blind spots, and now I recognize mine.”

“It's amazing how you can see in a short amount of time what the core issues are.”

“This gave me a great opportunity to learn about the challenges of a senior leadership role.”

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